



**SPOKANE COUNTY SHERIFF'S OFFICE**  
**TRAINING ANNOUNCEMENT**  
**October 10, 2013 from 8am-4pm**  
**SCSO Training Center**



**Discipline & Termination: Rules, Policies and Procedures**  
***for Police, Sheriff, Fire, 911, City & County Managers and Human Resource***  
***Personnel***

The traditional punitive approach to progressive discipline and termination has become increasing burdensome and complex. Civil rights laws, unions and civil service board provide too many opportunities for problem employees to file frivolous grievances and law suits. Management needs to include non-punitive approaches, last chance agreements and no-fault terminations to deal with employees who will not or can't comply with the rules of the organization and be productive.

**Students will learn:**

- **How court and arbiters' support management's right to enforce its rules, policies, procedures and practices with discipline and termination.**
- **The principles of Just Cause and Due Process as they apply to progressive discipline and termination.**
- **How to use traditional v. non-traditional approaches to progressive discipline and termination.**

**Your National Instructor will be:**

D.J. Van Meter Ph.D. is the principle of Van Meter & Associates, Inc. (VMA) and has spent the last 44 years in law enforcement, 15 years as a sworn officer. He has a Ph.D. in Training and Organizational Development from The Ohio State University, Columbus, Ohio and also holds a Master's Degree in Labor and Human Resource Management. He works with counsel as an expert witness, reviews discipline and termination cases and develops customized policy and procedures manuals for all public safety organizations nationwide. He is the author of the book, Evaluating Dysfunctional Police Performance: A Z-based Approach published by Charles Thomas Publishing. Dr. Van Meter is qualified in state/federal courts as an expert in law enforcement training, use-of-force, and management and operational policies.

**How to Register:**

P.O's, Vouchers, Claims, DOJ are accepted but does not guarantee tuition rate  
Master Card/Visa Save per student with prepaid tuition.

**Prepaid-tuition checks/CC postmarked by October 3, 2013**

\$140 first prepaid registrant  
\$120 each additional

**Regular Tuition-checks/CC Postmarked October 4 & later**

\$160 regular first registrant  
\$140 each additional

**Van Meter & Associates, Inc. (www.vmanet.com)**

Training & Organizational Development for Public Safety Forces

The **"How to"** company from Coast-to-Coast Since 1982

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Columbus, Ohio 43221

Contact

Name \_\_\_\_\_ Dept \_\_\_\_\_

Mailing  
address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

Zip \_\_\_\_\_

PH \_\_\_\_\_ FAX \_\_\_\_\_ Check to

be mailed on \_\_\_\_\_

PO# \_\_\_\_\_ CC# \_\_\_\_\_

EXP Date \_\_\_\_\_

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